

LYNETTE A. ROSS
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SUMMARY

Arbitrator and **Mediator** with over 20 years of experience in Labor Relations/Dispute Resolution. Extensive background in contract interpretation, conflict resolution and problem solving. Expertise includes rail transportation, seniority systems, health and welfare, job bidding and assignment, wage protection agreements, safety, grievance procedures, and disciplinary issues. Mediation experience focus includes implementation of student peer mediation programs and small claims court disputes. As a **Fellow** of the Commonwealth Institute for Parent Leadership (Prichard Committee), designed and implemented a successful Peer Mediation Program at Anderson Middle School (over 900 students), in Lawrenceburg, KY.

EDUCATION AND ALTERNATIVE DISPUTE RESOLUTION ACTIVITIES

M.S., Rutgers University, Institute of Management and Labor Relations **1983 - 1985**
Industrial Relations and Human Resources (IRHR), **Concentration in Neutral Training**
IRHR Merit Award Recipient for Outstanding Academic Achievement (GPA 3.92/4.0)

B.S., Cum Laude, Nazareth College of Rochester **1978 - 1982**
Management Science/Psychology Concentration

Panel Member, "Crucial Elements in Deciding Termination Cases", National Association of Railroad Referees 2007 Annual Meeting, 10/07; NAA Southeast Region Meeting, Instructor, Advocate Training Session, 2/07; FMCS Arbitrator Symposium, 10/06; AAA Labor Arbitrator I & II, 5/04 & 8/04; Northern Kentucky University, Labor Relations Training, 5/04; NMB Railroad Dispute Resolution Referee Orientation Program, 9/02; Mediation Center of Kentucky, Inc., Mediation Training and Certification, 5/01; Council of State Governments Summit of the States on Conflict Management and Dispute Resolution (Lexington, KY), 6/00; FMCS Interest Based Bargaining Labor-Management Seminar (Mt. Laurel, NJ), 5/98.

PROFESSIONAL EXPERIENCE

LABOR ARBITRATOR **2003 - Present**

Neutral Member: Amtrak/IAM & TWU; CSXT/UTU (3 Public Law Boards) & BLE-T; NJTransit/ATDD(BLE), IAM, IBEW & UTU; Norfolk Southern/UTU; Union Pacific/IBEW, TCIU & UTU (2 Public Law Boards); SEPTA/IAM & IBEW; Northern Indiana Commuter Transportation District/UTU; Metro North Commuter Railroad/IBEW; NRAB First and Fourth Divisions; New York Dock arbitrations, various parties. Issues arbitrated: Scope of work; vacation and seniority systems; procedural & just cause; discipline issues, including work & safety rule violations, misconduct, dishonesty, theft, and substance abuse.

ARBITRATION ASSOCIATE **2003 - 2005**
Elliott H. Goldstein, Esq., Chicago, IL

Under supervision and guidance of Arbitrator Goldstein, arbitration experience gained in the areas of public education, postal service, higher education, transportation, police (med/arb process), communications, manufacturing, health benefits, tenure systems, arbitrability, substantive and procedural case analysis, burden of proof issues, "just cause" standards.

MEDIATOR**Student Mediator Trainer, Anderson Co. Middle School****2004 - 2006**

Train middle schools students on peer mediation techniques on an as-needed basis, using the *Mediation Getting to Win/Win!* curriculum.

Mediation Center of Kentucky, Inc., Lexington, KY**2000 - 2005**

Mediate disputes for the Fayette District Small Claims Court through its court-annexed mediation program by helping litigants resolve their disputes through the use of alternative dispute resolution strategies, thereby reducing the number of cases adjudicated by the Court.

VARIOUS LABOR RELATIONS POSITIONS**1985 - 1999****Conrail, Inc., Philadelphia, PA and field locations (Selkirk, NY & Mt. Laurel, NJ)**

Extensive experience in all areas of rail industry labor relations and railroad operations through various labor relations positions held at field locations and at headquarters. Handled thousands of grievances, discipline cases, labor protection claims and claims arising under work equity agreements. Trained labor relations officers and field managers on correct interpretation of labor agreements. Maintained annual seniority rosters for all crafts. Served on Labor-Management Health and Welfare Benefits Subcommittee, Supplemental Unemployment Benefit Plan Re-engineering Team, Threat Assessment Team, and various labor-management quality improvement and safety teams. Trained clerical employees on TCU National Salary Plan. Assisted Human Resources Department in recruiting, testing and interviewing potential new-hires. Participated on arbitration boards, researched proposals for contract negotiations and negotiated local agreements.

GRADUATE STUDENT INTERN**1984 - 1985****National Labor Relations Board, Region 22, Newark, NJ, Rutgers University, Cooperative Education Program**

Conducted representation elections at various industries in the Newark metropolitan area. Investigated certification and de-certification election petitions. Investigated unfair labor practice charges. Successfully obtained settlement or withdrawal of certain charges and wrote recommendations for final disposition of cases.

ARBITRATION ROSTERS & PROFESSIONAL ASSOCIATIONS

American Arbitration Association (Cincinnati Labor Panel)
Federal Mediation & Conciliation Service Roster of Arbitrators (Regions 5 & 6)
National Mediation Board Roster of Rail Referees
National Association of Railroad Referees (Vice-President)
Association for Conflict Resolution